



## TCRS Legacy Plan

The Legacy Plan is a defined benefit plan administered by the Tennessee Consolidated Retirement System (TCRS).

- Defined Benefit Plan - Guaranteed lifetime monthly benefit upon service retirement
- Benefit paid upon service retirement is calculated with a set formula
- Vesting - 5 years
- Required contributory rate is 5% of member's earnable compensation
- Covered members may voluntarily participate in the Deferred Compensation Program (401(k) program)
  - \*Member contributions only; Employer contributions do not apply\*
- Survivorship options available

## What determines your TCRS Retirement Benefit?

- **Average Final Compensation (AFC)** - The average of your highest 60 consecutive months of salary.
  - \*Not necessarily your last 60 months of salary prior to retirement\*
- **Years of Service** - Your total number of years and months of creditable service
- **Age at Retirement** - Determines early retirement deduction factors and benefits paid under the optional survivor benefits plans

## Legacy Plan Retirement Requirements

- **Service Retirement**
  - Member must be age 60 and vested or have 30 years of service, regardless
- **Early Retirement**
  - Member must be age 55 and vested
  - Once reduction factor will be applied
- **25-Year Early**
  - Member must be under the age of 55 and have 25 years of service
  - Two reduction factors will be applied